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Northern Region News

A Newsletter for Employees and Retirees

ISSUE 9

September 1997

Regional Leadership Team, Partnership Council Focus On Alignment & Efficiency

by Beth Horn, Director,
Public & Governmental Relations

Where will leadership for the region's avalanche program be?

- Who will handle region-wide minerals services for field projects?
- How will sub-regional planning teams be organized? Where will they be located?
- Where will regional-scale logging system's expertise be housed?

These were only a few of the questions broached by the Regional Leadership Team and the Partnership Council during a weeklong meeting the first week of September. These are questions that will be dealt with as Forests respond to the changes envisioned for the Regional Office.

The week focused on the categories of decisions identified in the Partnership Council's initial proposals outlined in June and the decisions made in the August 4, 1997, Partnership Council document. In that document decisions were outlined in three categories:

Category 1 includes actions that will be taken immediately and become effective October 1, 1997. These decisions include restrictions on contracts, travel, training, leases, and other activities. These decisions do not involve changes in office location or staffing levels.

Category 2 addresses target organizations and involve program delivery, staffing, work processes, and behavioral changes, but not office changes. The Regional Office staffs worked hard to focus on priority work to reduce overhead costs and levels of staffing in the Regional Office. Decisions in this area were made after intense discussions between staff directors and forest supervisors. Included in these discussions was the beginning of a dialogue about where certain work would be housed while providing regional-scale services.

Category 3 includes actions that will be taken in FY 98 and FY 99 and are related to administrative unit viability, staffing, and office locations. Forest Supervisors are now

working on proposals to address how field units will adjust to these issues. Their proposals are due in mid-January.

Objectives for the week's activities included:

- Regional Forester Team decisions for category 2;
- Clarification of work and expectations for category 3;
- Work on tactical aspects of revenue generation;
- Identification of tools that will be used for downsizing the workforce and how these tools might be used.

The region is working hard to reduce costs by looking at the most efficient, cost effective way of accomplishing work. Savings in this area are important for carrying on other, less funded work the region must accomplish. The region's financial plan from the August 4 Partnership Council document outlines how costs must be reduced and new revenues generated.

In outlining the region's financial plan, Deputy Regional Forester Dick Bacon reviewed revenue-generating opportunities. Customer-based projects and partnerships will be sought, utilizing community-based organizations in areas such as fuel reductions in wildland interface areas, forest and rangeland health treatments, riparian and wetland restoration, and mine land restoration. These are all areas where the region should compete well on a national scale for funding.

Regional Forester Hal Salwasser led a discussion about specific opportunities to increase revenues and how the region would organize the effort. He listed the potential in areas such as good business management, collaborative stewardship, ecosystem health, wilderness, special uses, forest access, emergency relief, rural communities, information systems, and recreation.

Category 2 decisions were reviewed for the Regional Office. Decisions for FY 99 include

funding of \$16,600,000, including salary, pool costs (rent, utilities, IBM, National Finance Center costs, etc.), and Unit 57 (travel, training, supplies). This is down from \$24 million in FY 95. Staffing levels for FY 99 will be approximately 200 FTEs (compared to the 1996 reinvention efforts which approved 243 FTEs). Since June 1992, the Northern Region has reduced the workforce by 544 positions. Eighty of these have been in the Regional Office, the remainder have been from Forests. The total regional budget in FY 95 was \$265 million; the projected budget for FY 99 is \$187 million.

A number of concerns were voiced by the group during the discussions. These concerns included:

- Were the staff and work adjustments fair?
- How will the changes be perceived in the Washington Office and how will they affect future budget allocations for the region?
- Will the decisions enhance or detract from our ability to compete and be successful?
- What are the critical tasks that need to be done in the region?
- How will Forests plan to do critical work that is no longer done in the Regional Office?
- How will the region decide what Forest work won't get done as a result of taking on regional-scale work?
- Do we know how the cumulative decisions fit together?

Work now focuses on Category 3 actions. Between now and the end of the year, Forests will work on how each Forest organization will meet the viability criteria standards set in the August 4 Partnership Council document. These will be shared between all members of the Regional Leadership Team. These proposals will then be discussed during a Regional Leadership Team meeting in January 1998.

New Directions, & Opportunities In Civil Rights

by Sunny Hemphill, RO Human Resources

During the last week of July, Forest Service Chief Mike Dombeck made a whirlwind trip around the country, personally bringing a New Direction and New Opportunities civil rights message to Forest Service leaders at all levels.

In his message in Missoula, Dombeck emphasized that "personal participation is critical" in making important changes in commitment and attention to fairness, equity, and respect for all persons.

He came to the Missoula Aerial Fire Depot July 29th. After a luncheon, prepared and served by Trapper Creek Job Corps students, the Chief met with Regional leaders, civil rights workers and others and delivered his civil rights challenge.

"You make the difference," he explained, pointing out that "civil rights is each employee's responsibility." The Chief encouraged employees to take personal responsibility for the success of the Forest Service civil rights programs.

In discussing focus areas for his first year as Chief, he emphasized improvements in "People Work": building relationships with all internal and external customers.

He explained this is a core job for all employees. It is not an extra duty and it is not solely the job of the region's civil rights team. He explained that collaborating and integrating civil rights can help us better meet these responsibilities. "Employees, contractors, volunteers. Partners and customers all need to work together." He said collaboration requires understanding, caring, helping and respecting one another.

The Chief shared a handout with those attending the discussion session. The packet defines the "significant improvements" needed in our understanding and implementing all components of Forest Service Civil Rights programs. The text of the hand out is available on the Northern Region Intranet's Human Resources home page.

Deputy Chief Joan Comanor: Civil Rights Director Luther Burse; and Civil Rights Incident Commander Tom L. Thompson, Rocky Mountain Region, participated in the



FOREST SERVICE CHIEF MIKE DOMBECK spoke in Missoula July 29 on "New Directions and New Opportunities" in a civil rights message to Forest Service leaders at all levels.

Photos by Tim Eldridge.



civil rights credibility and the agency's future are on the line. The message was clear that the findings in Secretary Glickman's Civil Rights Action Team (CRAT) Report are about us and now is the time to make things right.

The call is for us to start building a work environment that will make us stronger and better so that we are better able to care for the land and serve the people

discussion, reinforcing the need to "approach this challenge with new energy and new commitment." They pointed out that flexibility and adaptability are keys to survival and that we need to solve our problems relative to discrimination, reprisal, and privilege. "It is critical that we all understand the importance of adjusting and accepting a higher level of responsibility for the changes that need to take place."

They suggested changes in the following areas can demonstrate Forest Service leadership in civil rights:

- Resolving issues earlier; dealing fairly and equitably with complaints.
- Ridding ourselves of harassment; respecting the value of differences.
- Moving ahead aggressively with efforts to eliminate underrepresentation of traditionally excluded groups in our workforce and customer base.
- Rekindling an atmosphere of trust and respect within the work environment.
- Enhancing the accessibility of information and programs for every person.
- Outreaching and encouraging minorities to participate in programs and services
- Respecting and caring for people, even when we have differing perspective.
- Demonstrating commitment and holding each other accountable for the results of our actions and inactions.

R-1 leaders came away from the discussion understanding that the Forest Service's



COMBINED FEDERAL CAMPAIGN

September 29-October 31
Ravalli, Missoula
Counties

The Combined Federal Campaign (CFC) for Ravalli and Missoula counties is September 29 through October 31. Goal for the two, combined counties for 1997 is \$51,000 and 50 percent participation.

CFC is the only authorized charitable fund-raising drive in the Federal work place. Theme this year is "Hearing The Call."

Communities in the two counties have many needs and the Forest Service wants to keep Western Montana one of the "last best places." Please continue the Forest Service tradition with a generous CFC contribution.

If you have questions about CFC, telephone Skip Kowalski, CFC Keyworker, RO, Watershed, Wildlife, Fisheries & Rare Plants, (406) 329-3101.



Trees Blow Down On Butte District Sold For Harvest

by Jack de Golia, Public Affairs Officer,
Beaverhead-Deerlodge NF, Dillon, Montana.

BLOWDOWN IN HIGHLAND MOUNTAINS, south of Butte, MT, on the Butte Ranger District, Beaverhead-Deerlodge National Forest. High winds blew down more than 40 acres of trees on June 19.

Photo by Rick Henningsen, presale forester, Butte Ranger District.

Strong winds blew down more than 40 acres of trees June 19 on the Butte (MT) Ranger District on the Beaverhead-Deerlodge National Forest, in the Highland Mountains south of Butte.

The area has been closed to the public entry because of the danger of falling trees.

Firewood gathering is permitted long Forest Road No. 84, but the public has been warned not to go farther than 25 feet into the forest from the road.

Many snapped trees remained lodged in other trees. High winds ripped a five- to six-mile swath, levelling large areas and

breaking hundreds of trees in the swath. Forest Service crews cut hazardous trees along the road and left the cut wood in the road ditch and road bank for firewood gatherers who have firewood permits.

Butte Ranger District personnel estimated that 500,000 to 600,000 board feet of blowdown timber will be offered for sale.

Tansy Ragwort Control, Tally Lake District, Flathead National Forest

by Sally Murdock, Tally Lake Ranger District,
Whitefish, MT, Flathead National Forest

The Flathead National Forest's Tally Lake Ranger District is taking action against tansy ragwort, an aggressive noxious weed that infested portions of an area that burned in 1994.



CINABAR MOTH LARVAE on Tansy Ragwort.



CONTRACT CREW SPRAYING clopyralid on tansy ragwort in an old clearcut unit that burned in the Little Wolf Fire of 1994.

Photos by Neil Malkasian, Tally Lake RD, Flathead NF.

Tansy ragwort is toxic to livestock and outcompetes native vegetation. Each plant can produce 150,000 seeds that remain viable for 15 to 30 years.

Since the Record of Decision was signed in June, crews have hand-sprayed tansy ragwort on more than 2,000 acres with the herbicides clopyralid and 2,4-D (aquatic label).

The Forest Service Washington Office and the Environmental Protection Agency (EPA) helped the district with the project. The Chief's office considered the infestation to be an emergency situation and granted the spring, 1997 hand-spraying an exemption from a stay if the decision was appealed. The

EPA shortened an Environmental Impact Statement (EIS) timeline requirement by 20 days. These actions ensured that hand-spraying could begin in June, 1997 before the weed produced seeds.

The decision was not appealed. Aerial spraying of herbicides is planned for the fall of 1997. Control efforts will continue next year.

A research study has also been initiated to test the effectiveness in Montana of three insects used successfully as biological control agents against tansy ragwort in western Washington and Oregon.

Seth Diamond Memorial Trail Dedicated on Seeley Lake RD

by Timothy G. Love, District Ranger,
Seeley Lake (MT) Ranger District, Lolo NF.

A quiet trail that wends its way through a timber harvest unit on the Archibald Timber Sale, on the Seeley Lake (MT) Ranger District, was dedicated on a warm Friday afternoon (August 8) as a memorial to Seth Diamond.

Diamond, a wildlife biologist for the Intermountain Forest Industry Association, promoted partnerships of public land managers, the timber industry and conservation organizations, working together to balance the needs of both forests and human communities.

The Archibald Timber Sale harvest unit is an example of his outstanding leadership in fostering cooperation of different interests: industry, conservation groups and public land managers. The Diamond Trail is an appropriate memorial to Seth Diamond's exceptional contributions to resource management and conservation.

He worked with the Lolo National Forest and Pyramid Mountain Lumber Company in planning and promoting the Archibald Timber Sale demonstration unit. It is an example of the compability of well-planned timber harvests in maintaining healthy forests and communities. This timber sale was one of the last projects Diamond was involved in prior to a tragic airplane accident that took his life in the fall of 1996.

Many friends, family members, professional associates, public officials, industry leaders, conservation representatives and



CHIEF EARL OLD PERSON.

Photo by Sandy Foreman.

people who admired his work and ability to achieve cooperation in addressing resource management decisions attended the dedication. Speakers included Earl Old Person, Chairman and Chief of the Blackfeet Tribe; Hal Salwasser, Northern Regional Forester; Tom France, National Wildlife Federation; Hank Fisher, Defenders of Wildlife; Bud Clinch, Director Montana Department of Natural Resources and Conservation; Jim Riley, Intermountain Forest Industry Association.

Letters from Senators Max Baucus and Conrad Burns were read during the dedication.

The Memorial Trail and the Timber Sale



REGIONAL FORESTER HAL SALWASSER.

Photo by Donna Love

Demonstration Area are 3.4 miles north of the intersection of the Boy Scout Road and Montana State Highway No. 83.

Sale Demonstration Area To Be Named for Diamond

The Seeley Lake Ranger District, Lolo National Forest, has plans to name the Archibald Timber Sale Demonstration Unit the Seth Diamond Demonstration Area.

This is to honor Seth's contributions to forest management in general and his contributions to making the demonstration site an example of exemplary forest stewardship. He was instrumental in developing and executing plans for the demonstration unit and deserves much of the credit for its success.

The unit involves an interpretive trail with interpretive stations explaining the sale objectives and layout. The beginning panel includes a memorial to Seth Diamond.

Heroic Act Awards By Flathead NF

by Allen Rowley, Public Affairs Specialist, Flathead National Forest, Kalispell, MT.

Cindy Underwood, Lloyd Hettick and Pat Troyer were presented with Heroic Act Awards August 5 by Rodd Richardson, Forest Supervisor on the Flathead National Forest.

Cindy and Lloyd work in the Inventory Service Center on the Flathead National Forest. Pat Troyer is an employee of the Montana Department of Natural Resources & Conservation in Kalispell. She is one of the dispatchers in the Flathead Interagency Dispatch Center, housed in the Forest Supervisor's Office in Kalispell.

All three people played a key role in administering first aid, and contacting the needed emergency services to help with a single car rollover accident on Interstate 90 east of Drummond.

On June 14th, Cindy and Lloyd were traveling on Interstate 90 to their Forest Inventory work location on the Deerlodge National Forest. They were the first to arrive at a single-vehicle rollover accident. Both Cindy and Lloyd administered first aid to the single victim. At the same time they called 911 on the cellular phone they carry for work.

When they got no answer, they called the Flathead Interagency Dispatch Center, in the Forest Supervisor's Office in Kalispell. Pat Troyer answered as the dispatcher on duty that day. With her resources in the Dispatch Center, Pat contacted the Highway Patrol and emergency medical services. Due to the quick thinking and resourcefulness of these three people, emergency services were on the scene within 15 minutes. The injured person has had a successful recovery.



BARB PENNER, Forest Service employee, weaves a story about animals of northwestern Montana to a group of school children at the Forest Service Environmental Education Center at The Big Mountain Ski & Summer Resort near Whitefish, MT. A seasonal employee, Barb has worked at the center for eight summers.

Photo by Becky Smith.

Flathead NF Recognized For Environmental Ed Contributions, Commitment

by Teresa Wenum, Conservation Education Specialist, Flathead National Forest, SO, Kalispell, MT.

The Montana Environmental Education Association (MEEA) has recognized the Flathead National Forest for its commitment and contributions to environmental education. MEEA presented the award at the associations' 6th annual MEEA conference, May 8-10, in Billings.

Through the years, many dedicated and talented Flathead NF employees and volunteers have been involved with environmental education activities and programs. Reflecting on our Forest Centennial, even our early day rangers dressed up shop windows with environmental education messages and led nature walks and field studies in the Forest.

Flathead NF employees actively participate in environmental education because they enjoy sharing their experiences and knowledge about our natural resources. Employees in all areas of work and at all levels work with students, teachers, commu-

nity groups, science and resource organizations and Forest visitors. Sharing their interests and talents make a difference in fulfilling the Forest Service mission of caring for the land and serving people.

The Forest has taken advantage of some exceptional opportunities, working with others in the community to support environmental education. This year marks the 10th anniversary of two successful partnerships with the Glacier Institute and the Big Mountain Environmental Education Center. Other partnerships include work with the Rocky Mountain Forest & Range Experiment Station, middle and high school teachers, and students to provide learning opportunities at two research sites. Forest employees are involved in the annual Family Forestry Expo, support the Swan Ecosystem Center, and participate in the planning of the 1998 community-wide "Living in the Landscape" celebration.

In addition to the Flathead National Forest, Montana Dept. of Fish, Wildlife and Parks' Youth Education Coordinator Kurt Cunningham; Lynn Kelly, teacher and wildlife biologist; and Billings teacher John Miller were honored and recognized for their contributions to environmental education.

I'm sure many of you have heard the Starfish parable about making a difference, no matter how small the effort. I remember former Flathead NF Supervisor Joel Holtrop's presentation at the 1995 Regional Conservation Leadership Conference in Missoula.

He told about an 11-year-old boy who was enthralled and inspired by a ranger naturalist he met in the Great Smokey Mountains. From his experience, that boy, Joel, decided to be a ranger. Joel explained how this meeting and exposure to natural resource education made a big difference in his life. He reminded us that our activities can and do make a difference and touch many lives in ways we many never realize.

Hats off to all Forest Service employees involved in environmental education. YOU do make a DIFFERENCE!

Flathead NF Staff Helps Environmental Education Outside Forest Boundary

by Allen Rowley, Public Affairs Specialist, Flathead National Forest, Kalispell, MT.

Al Koss, Rod Hickle, and Mert Harrell of the Flathead National Forest joined this year with John Fraley from the Montana Department of Fish, Wildlife and Parks, and Joe Decker and Dawn LeFleur from Glacier National Park in a cooperative environmental education program about Montana for the 4th graders at Hungry Horse, MT's Canyon Elementary, School.

The Learning About Montana Project (LAMP), pioneered by Canyon Elementary teacher Rich Thompson, was developed in the school system by teachers, not as an agency environmental education program. It was designed to expand the normal 4th grade curriculum on Montana history.

The greatest expansion comes when the class breaks into small groups. Each group selects a specific area for more detailed study.

A subject matter specialist spends at least 3 hours in the classroom with their assigned

group. With the specialist's help and self study, students prepare a display board and report. The past few years, all of the resource specialist have commented that work with the small groups is very demanding. Fourth Graders keep you on your toes. But this extra work has been very rewarding for those who helped.

Projects at the Canyon Elementary School lean heavily toward natural resource management and other local issues. Being a subject matter specialist for these small groups is where Forest Service personnel become heavily involved. The specialists find themselves spending at least one hour of preparation time for each hour in the classroom with the students. They also spend additional time helping students with their displays.

Topics have included "Climate Around Hungry Horse", "Geography and Landforms", and "Riparian Habitat." This year

Al Koss, Recreation/Wilderness Assistant, Spotted Bear RD, Hungry Horse, MT, helped a student group with a project on "Recreation on the Flathead National Forest."

Rod Hickle, Operations Wildlife Biologist, Hungry Horse/Glacier View RD, Hungry Horse, MT, helped students with a "Wildlife of the Area;" and Mert Harrell, Supervisory Civil Engineering Tech, Flathead NF SO, shared her experience and expertise with the students working on a project on "Native Peoples and Artifacts."

This has become a very popular program for the students as well as the resource specialists from the Flathead NF. As a continuation of this support for the local community, the students and the schools, the "Learning About Montana" project boards are on display at several locations in the area, including the Flathead NF Supervisor's Office in Kalispell.

13-Mile Segment of Hiwatha Trail Will Be Open Soon

by Jaime Schmidt, St. Joe Ranger District,
Avery, Idaho, Idaho Panhandle National Forests.



With a little luck, eager mountain bicyclists and railroad buffs will be able to explore a portion of the Route of the Hiawatha Rail-trail this September. The 13-mile segment, which includes nine tunnels and seven high, steel trestles, is considered by many to be one of the most scenic stretches of railroad in the nation.

The abandoned Milwaukee Railroad grade, between the Idaho-Montana border and the North Fork St. Joe River, near Avery, Idaho, has been under reconstruction since June. Since 1995, this portion of the grade has been closed to the public due to safety concerns.

"Our whole organization is just ecstatic," says Bill Dire, Wallace, Idaho, of the Taft Tunnel Preservation Society. TTPS has been working with the Idaho Panhandle and Lolo National Forests since 1992 to convert the 46-mile stretch of former railroad right of way between St. Regis and Avery to a rail-trail.

The first phase of the construction was funded with a congressionally earmarked \$450,000. Area organizations and businesses donated more than \$60,000 in materials and services. Although the contractor has until mid-October to complete this phase, he estimates it will be done by early September.

Starting next summer, the route will be operated under a concessionaire permit. User fee collections will be invested in the operation and maintenance of the rail-trail. The Forest Service is anticipating up to 20,000 visitors per year.

The second phase of the project will involve the repair of the 1.7-mile St. Paul Pass or "Taft" Tunnel under the stateline at the Bitterroot Divide. The third and fourth phases include the installation of interpretive signs along the Idaho portion of the route and development of the Montana portion of the trail.

TUNNEL 23
can be seen in
Photos by Lisa Sch

"Celebrating People" Rich, Exceptional Week of Diversity

by Joyce A. Pritchard, RO Public & Governmental Relations

If you didn't stop to listen to the presentations or watch the cultural demonstrations at the "Celebrating People" diversity week events in Missoula, May 20-22, you really missed out on some very interesting and rich educational opportunities. From the opening inspirational remarks of Montana Lt. Governor Judy Martz, to the closing Aikido martial arts demonstration, the events were exceptional.

A panel discussion on "Cultural Responses in Times of Change" was well-received. Each participant discussed his/her unique experience with change and how cultural values influenced the outcome. Lawrence Lucas, President of the USDA Coalition of Minority Employees, Washington, D.C., discussed the goals and methods of that organization in assisting employees and customers.

Dr. Henrietta Mann, Professor of Native American studies at the University of Montana, Missoula, gave an excellent presentation on land management decisions and their effects on the on-going relationship between Indian Tribes and the U.S. government. Joe Meade, recreation planner, in the Forest Service's national headquarters, Washington,

D.C., added to our understanding of accessibility needs for disabled customers in our outdoor programs. His experience as a blind hiker, canoeist, and recreationist brought unusual validity to his perspective.

Classical guitarists Tony Beltramo, Professor of Spanish, University of Montana, Missoula, and Christopher Yerke, music student at the University of Montana, discussed and played historic Spanish folk music. Cultural dessert samples were deliciously demonstrated by the culinary skills of "William E's (Ridig) Incredible Edibles."

The authentic and colorful American Indian dances performed by the Shebala family helped us understand more about how dancing expresses and preserves Indian culture. Finally, the popular Aikido martial arts demonstration was a surprising contradiction in terms—a martial arts that is based on harmony and non-opposition. It served well to demonstrate acceptance of



AMERICAN INDIAN DANCERS: (left to right) Sheldon, Rudy, Notah Chee, and Sonsela Shebala and Albert Yazzie.

diversity among people by demonstrating a self-defense style designed "to keep the peace of the world and...protect and cultivate all beings..." (Ueshiba O Sensai).



MONTANA
LT. GOVERNOR
JUDY MARTZ

presented an inspirational keynote address to open the "Celebrating People" diversity week program.

Photo by Mark Wiggins, Missoula Technology & Development Center.



"ROUTE OF HIAWATHA" Follows Historic RR Built In 1907

The Route of the Hiawatha Rail-Trail is being developed along 46 miles of abandoned Milwaukee Railroad grade between St. Regis, Montana and the North Fork of the St. Joe River, 10 miles northeast of Avery, Idaho.

Crossing the Bitterroot Divide, the route includes 11 tunnels and nine tall, steel trestles. The longest tunnel is the 1.7-mile St. Paul Pass ("Taft") tunnel through the Idaho-Montana state line.

The Chicago, Milwaukee & St. Paul Railway Co. constructed this segment of their transcontinental extension from the midwest to the Pacific Ocean in 1907-09 with numerous tunnels, trestles and earth fills. The streamlined Olympian Hiawatha passenger train passed daily over the St. Regis to Avery route between 1947 and 1961. The last train ran through Avery in March 1980.

The U.S. government purchased the Haugan to Avery segment of the railroad grade in 1985. In 1992 the Forest Service completed an analysis for use of the grade as a rail-trail. By 1992, the estimated annual use was set at 2,000. In 1994 the use numbers exceeded 4,000. Forest Service officials estimate that when the 46-mile trail is completed, it can accommodate approximately 20,000 visitors per year.

Use will be open to a variety of recreationists. The Montana segment will be managed for mixed traffic: non-motorized use; hikers; mountain bikers; low levels of vehicle use; and winter snowmobile use. The St. Paul Pass tunnel will be open to hikers, mountain bikers and will be accessible by wheelchair. The Idaho segment will be open to hikers and mountain bikers; the two-mile segment from West Portal to Moss Creek will open to mixed traffic.

For more details about the Trail of the Hiawatha, telephone Jaime Schmidt, St. Joe Ranger District, Avery, Idaho (208) 245-4517.



TURKEY CREEK TRESTLE, with Kelly Creek trestle in the background.

76 Years Old

Mount Morrell Lookout On National Register

by Jon Agner, Seeley Lake (MT) RD, Lolo NF.

Mount Morrell Lookout, Seeley Lake RD, Lolo NF, Friday, August 1:

An enthusiastic crowd attended a ceremony at the 76-year-old lookout, seven air miles east of Seeley Lake, MT.

The occasion was the formal dedication of the lookout and presentation of the National Historic Lookout Register certificate by Gary Weber, Idaho Panhandle National Forests, representing the Forest Fire Lookout Association and the National Lookout Register.

Guests attending the ceremony included Bob Haight, who staffed the lookout from 1962 until 1982 and Bill Rose who served as the Morrell lookout in 1942.

Rose left the Forest Service to enlist in the Marine Corps and served in the South Pacific in World War II. The August 1 dedication marked the first time Bill had returned to Mount Morrell since 1942. "The days I worked for the Forest Service were some of the most enjoyable of my life," said Rose.

Also in attendance were long time Blue Mountain lookout Gene Miller, Stark Mountain lookout Virginia Vincent, and retired smokejumper Hal Samsel, whose father was the Seeley Lake District Ranger from 1934 to 1942.

The listing of Morrell on the register ensures the permanent maintenance of the lookout as a historic landmark, an important part of our Forest Service heritage for



AFTER A 15-YEAR ABSENCE, Bob Haight, lookout on Mount Morell, 1962 to 1982, gives the afternoon check-in and weather update to Missoula Dispatch from the Morrell Lookout during the dedication program at the lookout. His wife, Jeannie, is in the background (left). Seeley Lake RD Fire Management Officer Maggie Doherty watches (right). Photo by Jon Agner.

generations to come.

Morrell lookout is staffed during fire season by both State and Forest Service personnel under a cooperative agreement between the Montana Department of Natural Resources and Conservation and the Forest Service. The State staffs the lookout five days a week; the Forest Service covers the other two days.

*VIEW 23. Small Creek trestle
seen in background.
by Jaime Schmidt.*



Short Notes

No Smoking in RO, Missoula Federal Bldg.: Katherine Q. Solberg, RO Director of Human Resources, announced August 27 that "the last designated smoking area under the control of the USDA-Forest Service, Room G-35, will be closed effective October 1." This change is required by USDA regulation Number 4400-6 which prohibits smoking inside all leased or owned space occupied by USDA.

Cooperative Trail Improvement: A cooperative effort involving Federal, State and trail user groups will improve an 8.5-mile segment of the Idaho Centennial Trail for motorized vehicle users. Salmon River District Ranger Jack Carlson, White Bird, ID, Nez Perce NF, explained that volunteers from the Twin Rivers Back Country Horsemen, High Mountain Trail Machine Association and Treasure Valley Trail Machine Association have teamed up with the Forest Service to improve the trail from the Salmon River at the Wind River bridge north to Florence.

Jane Schmoyer -Weber Honored by the Portage Route Chapter of the Lewis & Clark Trail Heritage Foundation for her tireless support of the preservation of Lewis & Clark Heritage in North Central Montana. Jane is the Lewis & Clark NF project officer for the Lewis & Clark Interpretive Center now under construction. A stone plaque honoring her will be placed at the "Explorers at the Portage" statue at Overlook Park in Great Falls, MT.

Lake & Fishery Directory published by the Beaverhead-Deerlodge National Forest. The 14-page guide includes lake names, map locations, fish species, name of mountain range, river drainage, name of Ranger District, elevation, name of county, and lake size in acres.

Historic St. Joe Discovery Tour guide folder includes a simple map showing numbered points of interest on the route from Heyburn State Park at Plummer, ID, to the Mullan Military Road historic site near 4th of July Pass on Interstate 90, southeast of Coeur d'Alene. Copies of the guide folder are available at the Idaho Panhandle NFs' SO and from the St. Maries (ID) Ranger Station, and the Avery (ID) Ranger Station.

Beaverhead-Deerlodge NF "On Line" Ever wanted a list of campgrounds, rental cabins or other information about the Beaverhead-Deerlodge? Now internet users can find a "home page" for the 3.3-million-acre National Forest, in southwestern Montana. Look at the "information highway" at www.fs.fed.us/rl/bd. Later the B-D home page will provide information about current events, including wildfires, and documents such as environmental impact statements and listings of projects awaiting decisions. The website will also be available to accept public comments.

Student Employment Up 22% In Region



ORIENTATION VISIT to the Northern Rocky Mountain Elk Foundation in Missoula for summer university and college students. Photo by Gale Everett

The number of students working under Student Educational Employment Programs in the Northern Region increased nearly twenty-two percent this year. "We're very pleased student employment increased and that additional units participated in National and Regional recruitment initiatives", said Gale Everett, Student Educational Employment Program Coordinator, RO Human Resources.

"However, we have a very low percentage of minority employees in our temporary workforce, less than eight percent. That is not where we need to be. I'd like to encourage more districts to utilize student employment programs and participate in recruitment initiatives to a greater extent."

"Student Educational Employment Programs, when used in conjunction with National and Regional recruitment initiatives can be particularly effective in reaching diverse student populations and diversifying the Region's workforce."

This summer the Bitterroot, Clearwater, Custer, Flathead, Gallatin, Idaho Panhandle, Lolo and Nez Perce National Forests, along with RO Engineering and Fire, Aviation & Air, hired 34 students from these recruitment initiatives. Most of these students attended an orientation program in Missoula. The orientation provided overviews and tours of Forest Service offices and operations as well as opportunities to learn about controversial natural resource management programs, geological features, history and culture of the Northern Region. Based on the students' work experience, training, personal desire and supervisors' assessment, we hope that many of these students will return as a part of the regular workforce and some will want to pursue careers in natural resource management.

Nearly 520 students were employed under Student Educational Employment Programs in the Region in June. The students came from more than 24 states. Colleges and Universities included Haskell Indian Nations University, Texas A & M University, Uni-

versity of Montana, Alabama A & M University, Delaware State University, College of the Menominee Nation, New Mexico Highlands University, Southern A & M University, New Mexico State University, Boise State University, Palomar College, University of Idaho, Little Bighorn College, Salish-Kootenai Community College and others.

There are probably several reasons student employment increased. With reduced Federal budgets, the length of time for many temporary positions has been cut back. Students can often fill the needs of these short, temporary jobs.

Part of the increase in student employment may be a reflection of supervisors' recognizing the benefits of student employment, quality of the students recruited, cost advantages and program flexibilities. Whatever the reasons, student employment programs benefit students and employers.

Benefits for the students include income to support their education; work experience; knowledge about natural resource management careers; workplace contacts; and the opportunity to demonstrate their skills and abilities. The Forest Service benefits by employing interested and motivated students who are anxious to demonstrate their capabilities. These students bring new perspectives, energy and enthusiasm to the workplace. The agency also has an opportunity to gain lifelong Forest Service advocates and supporters by providing the students with interesting and challenging work experiences, fond memories of a summer of adventure and work with other students.

For more information about Student Educational Employment Programs or recruitment initiative participation, telephone Gale Everett, RO Human Resources (406) 329-3211.

Spring Runoff, Flooding Caused Extensive Damage

Runoff and flooding last spring caused heavy damage to Forest Service transportation systems in the Northern Region.

Preliminary estimates of Emergency Repair Federally Owned (ERFO) damage to roads, bridges and other parts of the R-1 transportation system are expected to exceed \$5 million.

In the winter of 1995-1996, the region sustained an estimated \$18 million in damage from snow, ice, runoff and flooding. By the fall of 1996, more than \$4.5 million in restoration work had been completed on roads, culverts, bridges and buildings in the Region. Transportation system restoration is expected to continue through 1998. Most of the work is financed with Federal emergency funds through the Federal Highway Administration's Emergency Repair Federal Owned program administered by the U.S. Department of Transportation.

ERFO designations have been obtained for the extensive spring flood damage to the

Northern Region's transportation system.

Some of the recent Damage Site Reports provided to the Federal Highway Administration for ERFO fund authorization reflect extensive damage on eight R-1 National Forests:

- **LOLO NATIONAL FOREST:** \$350,000 in damage on the Seeley Lake Ranger District, including the Montour Bridge.

- **FLATHEAD NATIONAL FOREST:** \$300,000 in damage at sites adjacent to the Hungry Horse Reservoir.

- **KOOTENAI NATIONAL FOREST:** \$1.5 million in damage at a number of sites, including the Fisher River and Rabbit O'Brien Creek.

- **IDAHO PANHANDLE NATIONAL FORESTS:** \$1.45 million in damage to Forest Service transportation systems.

- **CLEARWATER NATIONAL FOREST:** preliminary estimates place spring flooding damage on the Forest at \$1,040,000.

- **GALLATIN NATIONAL FOREST:** total spring flood damage in excess of \$300,000.

- **LEWIS & CLARK NATIONAL FOREST:** damage estimated at \$35,000.

- **CUSTER NATIONAL FOREST:** damage estimated at \$300,000 in addition to \$1.5 million in damage on the Sheyenne National Grassland in North Dakota.

R-1 spring flood damage occurred in March and April and extended into June in some areas. Emergency relief funding has been approved by the U.S. Department of Transportation for sites in Idaho and Montana. Restoration work is proceeding and contracts are being prepared for other projects, extending into 1999.

As of August, more than \$14.4 million in emergency funds have been allocated to the Region for restoration of damages from the winter (1995-1997) weather conditions and the spring (1997) flooding and runoff.

Work Crews Stabilize Lochsa RS Buildings

*by Kathy Thompson, Information Assistant,
Clearwater National Forest, Orofino, ID*



JULIE HARRIS, daughter of Northern Region historic preservation team member Bill Harris, helped her father work on restoration of buildings at the Lochsa Historical Ranger Station this summer. The preservation team worked for a month at the National Historic Landmark, east of Orofino, Idaho. Other workers on the project included Lochsa Ranger District employees, a 10-man prison crew from the Idaho state facility at Orofino, several volunteers and a contractor.

Photo by Kathy Thompson.

When they began their work to stabilize the condition of several old buildings at the Lochsa Historical Ranger Station, workers found that the "state of decay far exceeded what we anticipated," said Lochsa Ranger District recreation specialist Carol Hennessey.

District maintenance supervisor Hart Paulat and members of the district's "older American" work team made up part of a labor force intent on reversing damage done by weather over time. Other workers on the team included members of the Forest Service Northern Region's historic preservation team, a prison crew from the state facility at Orofino, a few volunteers and a contractor.

They refurbished six buildings: the "alternate ranger dwelling," built in 1931; the "ranger dwelling," built in 1933; the "State-line cabin," built in 1934 and originally located near the Idaho-Montana border; the

"Boulder Creek Station," built in 1921 and floated one mile "log-by-log" down the Lochsa River to its present site in 1926; and the "combination building," so-called because it's made up of four separate log structures strung together -- the commissary built in 1927, the office the following year, the tool room in 1930 and the kitchen three years later.

Workers also repaired and replaced fences and walkways at the National Historic Landmark located 80 miles east of Orofino along U.S. Highway 12.

Money to complete the repairs came from an Idaho Heritage Trust Foundation grant and recreation capital improvement project funds.

For additional information about the project, contact the Lochsa Ranger Station, Route 1, Box 398, Kooskia, ID 83539; (208)-926-4274.

10 Region Participates In Thirty-Two Fairs in Idaho, Montana, ND

by Gloria Weisgerber,
RO Public & Governmental Relations



TWO YOUNG ANGLERS test their fish identification skills at the Forest Service's "A Good Home For Fish" exhibit at the Western Montana Fair in Missoula. Fair judges awarded the exhibit a blue ribbon. Photo by Gloria Weisgerber.

Northern Region National Forests participated in thirty-two local fairs in 1997. The fairs extended over seven months, from the Bitterroot Valley Spring Fair in Hamilton, MT., in March through the Nez Perce County Fair, Sept. 18-21, in Lewiston, ID.

Beaverhead-Deerlodge National Forest

Madison County & Jefferson County Fair, August 23-24, Twin Bridges, MT.
Beaverhead County Fair, August 30-September 1, Dillon, MT.

Bitterroot National Forest

Bitterroot Valley Spring Fair, March, Hamilton, MT.
Darby Fun Fair, June, Darby, MT.
Creamery Picnic, August 2-3, Stevensville, MT.
Ravalli County Fair, August 30-September 1, Hamilton, MT.

Custer National Forest

MontanaFair, August 9-16, Billings, MT.
North Dakota State Fair, July 18-26, Minot N.D.
Folkfest Celebration, September 13, Bismarck, N.D.

Flathead National Forest

Northwest Montana Fair, August 13-18, Kalispell, MT

Gallatin National Forest

Gallatin County Fair, July 17-20, Bozeman, MT.

Helena National Forest

Lincoln Rodeo, June, Lincoln, MT.
Lewis & Clark County Last Chance Stampede, July 23-27, Helena, MT.
Broadwater County Fair, July 31-August 2, Townsend, MT

Kootenai National Forest

Lincoln County Fair, August 22-24, Eureka, MT.
Sanders County Fair & Rodeo, August 28-31, Plains, MT.

Lewis & Clark National Forest

Montana State Fair, July 26-August 3, Great Falls, MT.

Lolo National Forest

Western Montana Fair, August 6-10 Missoula, MT.

Nez Perce National Forest

Idaho County Fair, August 20-23, Cottonwood, ID
Nez Perce County Fair, September 18-21, Lewiston, ID
(In collaboration with Clearwater, Wallowa-Whitman and Umatilla NFs.)

Clearwater National Forest

Clearwater County Fair, September 18-21, Lewiston, Idaho.

Idaho Panhandle National Forests

Benewah County Fair, August 14-17, St. Maries, Idaho.
Boundary County Fair, August 26-30, Bonners Ferry, Idaho.
Bonner County Fair, August 21-23, Sandpoint, Idaho.
Kootenai County Fair, August 20-24, Coeur d'Alene, Idaho.
Timberfest, June 14, Sandpoint, Idaho.
July 4th Parades, Sandpoint and Coeur d'Alene, Idaho.
Priest River Timber Day, July 26, Priest River, Idaho.
Idaho Forestry Contest, May 8, Granite, Idaho.
Big Horn Show, March 22, Spokane, Washington.
Avery Days, Avery, Idaho, weekend of August 2.
Art On The Green, Coeur d'Alene, ID, weekend of August 2.

Retiree Luncheon Social, Post Falls, ID, Oct. 22

Eastern Washington and Northern Idaho Forest Service retirees' next luncheon social will be Wednesday, Oct. 22, at Templin's Resort in Post Falls, ID. For additional information, telephone John Bushfield (208) 765-4918.

Patricia Goldhahn Receives International Aviation, Ecology Award

Patricia Goldhahn, RO Fire, Aviation & Air pilot, based at the Missoula Aerial Fire Depot, has received the Alfred and Constance Wolf Memorial Award sponsored by the International Forest of Friendship, Atchison, Kansas.

It is awarded each year "to a proven pilot who is also an outstanding forester." The award was presented to Goldhahn June 21 at the Forest of Friendship annual award banquet in Atchison, Kansas. The honoree is selected by the International Forest of Friendship in cooperation with the USDA Forest Service.

Goldhahn received a Bonzai tree in a suitably inscribed container and a \$1,000 cash award.

Goldhahn has been flying for 16 years, as a spray pilot (aerial application), flight instructor, commercial pilot and Forest Service pilot. She graduated from Geraldine (MT) High School, attended the University of Montana/Missoula, and started her Forest Service career as a pilot in the Northern Region in 1989. She flew smokejumpers until 1994 when she qualified as a lead plane pilot. Goldhahn flies both missions now.



R-1 PILOT PATRICIA GOLDHAHN (right) accepted the Wolf Memorial Award in June as the female forestry aviator of the year. The Memorial Award and \$1,000 cash honorarium were presented by Dave Dennis, co-general chairman, and Fay Gillis Wells, co-general chairman, at the International Forest of Friendship awards banquet in Atchison, Kansas.

Personnel Actions

BEAVERHEAD-DEERLODGE NATIONAL FOREST

Awards & Promotions

SUENRAM, PERL, appeals specialist, SO, temporary promotion to supervisory biological scientist (planning staff officer) SO

BITTERROOT NATIONAL FOREST

Awards & Promotions

CAMPBELL, DAVE, district ranger, Sula RD, temporary promotion
EDDY, BILL, forestry technician, Darby RD, temporary promotion to forester

New Employees

BERNARDINO, ALICE, cook, Anaconda JCC, temporary promotion to cook foreman
GAGER, DAN, social services assistant, Trapper Creek JCC, career-conditional appointment
HANSON, MIKE, social services assistant, Trapper Creek JCC, career-conditional appointment
HEALD, SUE, biological scientist, SO, temporary promotion to forester
JENNE, LISA, social services assistant, Trapper Creek JCC, career-conditional appointment
MCDONALD, MICK, social services assistant, Trapper Creek JCC, career-conditional appointment
MEHLHOFF, GERALDINE, social services assistant, Trapper Creek JCC, career-conditional appointment
NEIDHARDT, KEVIN, social services assistant, Trapper Creek JCC, career-conditional appointment
WILLIAMS, CLAUDIA, social services assistant, Trapper Creek JCC, career-conditional appointment
YORTON, GERALD, social services assistant, Trapper Creek JCC, career-conditional appointment

Retirements & Resignation HERNANDEZ, CESAR, social services assistant, Trapper Creek JCC, resignation

CUSTER NATIONAL FOREST

Awards & Promotions

LUNSFORD, MARY B., information assistant, SO, temporary promotion, public affairs specialist, SO.
MUSKE, SUSAN K., range technician, Sheyenne RD, promotion.
MUNOZ, MICHAEL A., rangeland management specialist, Ashland RD, temporary promotion, district ranger, Ashland RD.
SHULTZ, RITA A., computer assistant, SO, promotion.
WALSH, RUSSEL K., civil engineer technician, east zone engineers, promotion.

Reassignments & Transfers

ANDERSON, JOYCE N., support service specialist, Ashland RD, reassignment, accounting technician, Manti LaSal NF.
KINDLE, BRYAN D., rangeland management specialist, McKenzie RD, reassignment, soil conservationist, NRCS.
TIMCHAK, LARRY A., minerals EIS co-team leaders, SO, reassignment, forester, RO.

FLATHEAD NATIONAL FOREST

Awards & Promotions

AKE, KATHERINE, biological science technician (wildlife), SO, promotion
BETLACH, STEVE, law enforcement officer, NW Montana Zone, temporary promotion to lead law enforcement officer
CARR, DARRELL, lead forestry technician, Hungry Horse RD, temporary promotion
DIEMERT, VELIA, cartographic technician, SO, promotion
GANIERE, JOHN, civil engineering technician, SO, promotion
HARTJES, LOUIS, supervisory forestry technician, Hungry Horse RD, temporary promotion
WEAVER, GAYANNE, forestry technician, Swan Lake RD, promotion

Reassignments

ALLISON, RITA, forestry technician, Glacier View RD, reassigned to information assistant, Tally Lake RD
JONES, DENNIS, information assistant, SO, reassigned to forestry technician, SO fire
SCOTT, LAVERNE, budget and accounting analyst, reassigned to administrative officer, Region 6, ICBEMP
STURGIS, LOIS, computer assistant, Tally Lake RD, reassigned to forestry technician, Glacier View RD
THOMPSON, LINDA, resource assistant, SO, reassigned to program assistant, WO

Retirements

MCMILLAN, HOWARD, forestry technician, Glacier View RD
MILLER, DAVE, forestry technician, Tally Lake RD
PAGE, WALLACE, hydrologist, SO

HELENA NATIONAL FOREST

Awards & Promotions

DRINVILLE, BRIAN, supervisory forestry technician, SO, promotion
GRUPENHOFF, DOUGLAS, wildlife biologist, Lincoln RD to Kootenai NF, promotion
HILLARD, KEVIN, forestry technician, Helena RD, promotion
JOHNSON, DIANE, range technician, Townsend RD, promotion
JOHNSON, SEAN, forestry technician, Lincoln RD, promotion
KNAPTON, JOHN, lead forestry technician, Helena RD, promotion
KOCKLER, CRAIG, forestry technician, Helena RD, promotion
LARSEN, DAVE, FMO, Townsend RD to Helena RD, promotion
MCLAUGHLIN, DOREEN, budget and accounting analyst, SO to Beaverhead/Deerlodge NF's, promotion
QUIRINO, ROBERT, helicopter specialist, Helena SO to Aerial Fire Depot Smokejumper Base.
SCOTT, DAVE, forestry technician FMO, Lincoln RD, promotion.
SPINT, KENNY, lead forestry technician, Helena RD, promotion

Resignations

ALLDER, KATE, assistant dispatcher, resignation

IDAHO PANHANDLE NATIONAL FORESTS

Awards & Promotions

ERICKSON, DARLA, biological science aid, Coeur d'Alene Nursery, promotion, information receptionist, Wallace/Fernan RD
HETZLER, GREG, forester, promotion, supervisory forester, Sandpoint RD
VORE, MARK, forestry technician, promotion, forestry technician, SO Operations
Reassignments & Transfers
ZIEROTH, STEVE, forester, reassignment from Colville NF, forester, Wallace/Fernan RD

Retirements

MCKIM, DAVID, motor vehicle operator, retirement, St. Maries RD

KOOTENAI NATIONAL FOREST

Awards & Promotions

HOLMAN, MICHELLE, forester, Three Rivers RD, temporary promotion
PLUID, PAMELA, forestry technician, Fortine RD, promotion

Reassignments & Transfers

HEAD, JOHN, forester, Cabinet RD to R5 Modoc NF, temporary promotion
NEWGARD, KRISTIN, hydrologist, Nez Perce NF to Three Rivers RD, reassignment
REID, CONNIE, archeologist, SO to R3 Kaibab NF, reassignment

Resignations

EHMANN, CHERYL, information receptionist, Libby RD
RODE, DIANE, student trainee computer science, Fortine RD

LEWIS & CLARK NATIONAL FOREST

Awards & Promotions

ADOLPHSON, BUZ, Engineering technician, Kings Hill RD to SO, promotion
BOND, TIM, rangeland management specialist, Kings Hill RD, promotion.
LONG, BARB, forestry technician, Rocky Mountain RD, promotion
SMOYER-WEBER, JANE, forester, SO to Interpretative Center Director, promotion
WOFFORD, MIKE, range technician, Kings Hill RD, promotion

Reassignments & Transfers

COWIE, CRAIG, grants and agreement specialist, SO to Cleveland National Forest, reassignment



IN MEMORIAM

BETTY LORRAINE DURALL JOHNSON, 69, died August 26 at the Kalispell (MT) Regional Medical Center. Born in Havre, MT, she graduated from Havre High School (1946) and attended Northern Montana College. She worked for the Forest Service for 35 years and retired in 1985.

BRIAN PATRICK "PAT" KELLOGG, 44, died Sept. 23 in Missoula after a paragliding accident on Mount Sentinel. After his graduation from Hellgate (Missoula) High School, Kellogg served three years in the Navy on the aircraft carrier Coral Sea. He worked for the Forest Service as a smokejumper for four seasons years, 1979-1983. A graduate of the University of Montana, he had worked for the U.S. Postal Service for 12 years.

GARY A. McLEAN, 51, Kalispell, Montana, died August 29th of injuries sustained in a vehicle accident on the South Fork of the Flathead. At the time of his death he was the archeologist on the Flathead National Forest, a position he has held since 1980. Born in Billings, MT, McLean earned bachelor's and master's degrees in anthropology at the University of Montana. Prior to working on the Flathead NF he also worked seasonally on the Bitterroot and Lewis & Clark National Forests, and served in the U.S. Army. Gary was well known and respected by other archeologists within the Forest Service, and the Montana State Historic Preservation Office. He was a skilled advocate for the cultural and historical resources of the Flathead, ranging from American Indian artifacts and culture, the extensive network of historic buildings on the Forest, to historic archives. His interest in the history and culture of the area was infectious as he organized "Old-Timers Day" picnics and other efforts to record the memories of Forest Service and back-country veterans. Through his personal and professional efforts he built strong ties with the Salish, Kootenai, and Blackfoot tribes, incorporating members of the tribes as workers, partners, and consultants in archeological, historical, and cultural projects on the Forest.

WALTER SULARZ, 80, died August 29 in Missoula. Born in Chicago, he moved with his family to Trout Creek, MT. and attended school in Noxon, MT. He worked for the Forest Service on lookout towers and fire crews for six years. Sularz worked for the Northern Pacific/Burlington Northern railroad from 1941 until his retirement in 1980.

C.D. "Wally" WOHLISCHLAGER, 78, died July 28 in Missoula. Except for the time he served in the military in the South Pacific in World War II, he lived his entire life in the Rattlesnake Valley. Wohlschlager worked as a mechanic. He served many years with the Forest Service and retired in the early 1980s.



Sherry Munther
Photo by Don Van Nice

Sherry Munther Retires: Starting New Career

Sherry L. Munther, appeals/National Environmental Policy Act (NEPA) specialist, Forest Service Northern Region Headquarters Div. of Ecosystem Assessment & Planning, Missoula, retired in August.

She plans to start her own business in mediation, facilitation, and teamwork counseling and training.

Munther grew up in Hailey, Idaho, graduated from Wood River High School (Hailey) and holds undergraduate and graduate degrees, from Utah State University, in secondary education, with emphasis in English and business.

She has worked for the Forest Service for 25 years. Her first job was at the Sawtooth National Recreation Area (Idaho), 1968-1975, in recreation/lands and visitor information services at the Redfish Lake Visitor Center.

After working in personnel management in the Lolo National Forest, 1976-1981, she was promoted to the Administrative Management staff in the Northern Region headquarters in 1981.

She worked in management systems/directive management; ecosystems assessment and planning as a, writer-editor, NEPA specialist, and public affairs specialist.

Munther is well known in the Northern Region for training sessions she has conducted in mediation and teamwork; meeting management; tools of collaboration; facilitator training; public participation principles and techniques; public participation tools and techniques; forest plan implementation; sexual harassment; and content analysis. She served as an Equal Employment Opportunity Counselor for eight years; mediated the management-union Partnership Council meetings; facilitated hundreds of meetings and transition sessions and teambuilding retreats for the Forest Service and in the community.

Mr. and Mrs. Munther are the parents of a daughter, Melanie. Her husband Greg, is District Ranger for the Ninemile Ranger District, Lolo NF.

In addition to starting a business, she is looking forward to spending more time with Melanie and Greg, kayaking, skiing, and traveling to Spain and Finland to visit exchange students who lived with the Munthers while attending school in Montana.

Howard McMillan Retires After 41 Years With F.S.

by Allen Rowley, Public Affairs Officer, Flathead National Forest, Kalispell, MT

Howard McMillan, forestry technician, Hungry Horse/Glacier View Ranger District Zone, Flathead NF, retired the first of July after 41 years with the Forest Service.

Born in Colorado, Howard attended Western State College of Colorado, and Colorado State University.

He started to work for the Forest Service as a seasonal recreation guard in 1955 on the Clear Creek District, out of Idaho Springs, on the Arapahoe National Forest in Colorado. At that time the district had six full-time employees, and a huge recreation workload with 400 picnic tables and more than 100 toilets.

After a stint in the U.S. Army, Howard became the Fire Control Officer on the Clear Creek District, 1958 to 1965, when he transferred to the Elk City (ID) Ranger RD, Nez Perce NF, where he worked as a scaler in the summer, and cruiser and sale preparation in the winter.

In 1967, Howard transferred to the Glacier View RD, Flathead NF. His first work assignment was in small sales. Under his direction, the small sales program was so active and successful that on Monday mornings loggers would often be lined up at the office to purchase the week's green slip sales. He also served as the district's fire control officer.

In the last several years, Howard has worked in the recreation program on the Hungry Horse/Glacier View Zone, mostly in the cabin rental program. His work has been

greatly appreciated by all the cabin renters, and very much noticed and appreciated by the local residents of the North Fork of the Flathead.

Because of his 30 years of work in the area and his good host attitude, in the North Fork of the Flathead, he has been accepted as a part of the North Fork community. One of the "true North Forkers" who never owned land there, according to long time North Fork resident Larry Wilson.

Howard is married with two grown sons. He and his wife, Nickoly, plan to remain in Kalispell. Retirement plans include time off relaxing, and then on to a new career.

INTO THE PAST

It was the Judith Ranger Station, Lewis & Clark National Forest, in the 1914 picture on the back page of the August issue of THE NORTHERN REGION NEWS. The Forest is restoring the historic ranger station. It will be furnished with period furniture and used for meetings and conferences. Conducted tours will be available to visitors.

Now, can you name this Flathead National Forest ranger station in the 1924 picture taken by K.D. Swan?



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